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Fair, Safe and Productive Workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

In this issue

Page

Wage Settlements, **July 2008** analysis and wage data 1

Current and Upcoming Key Negotiations 12

Major Work Stoppages 15

Coming in the Next Issue 15

For More Information 16

Mailing List
Add or Remove My Name 16

Wage Settlements

Covering 500 or More Employees

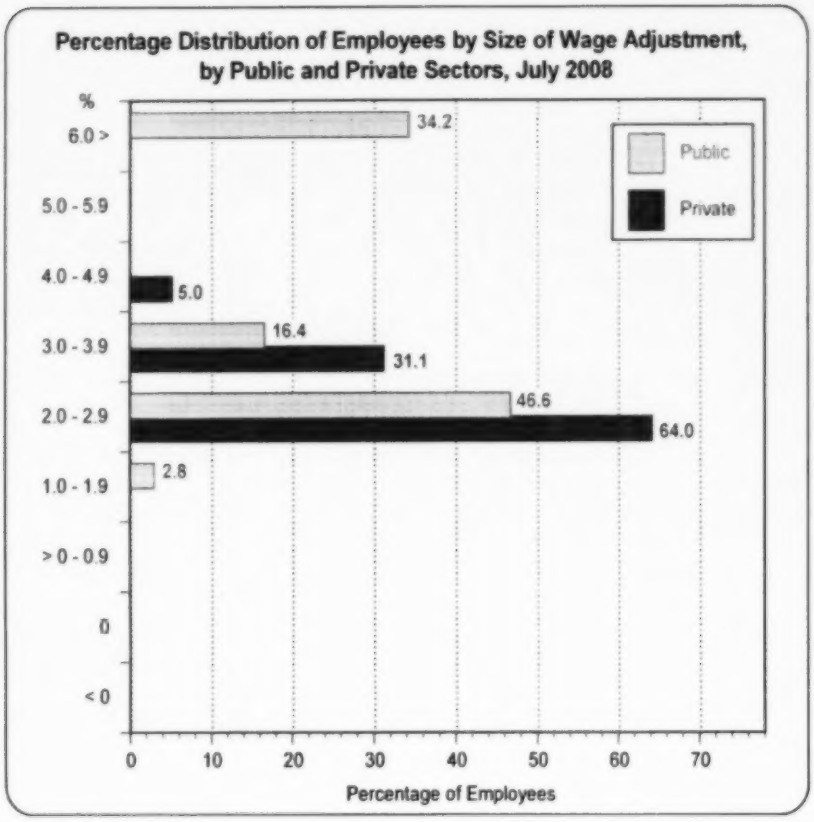
July 2008

Major collective bargaining settlements in July 2008 provided base-rate wage adjustments averaging 3.4% annually over the contract term, higher than the 3.0% figure in the previous month. The results for July are based on a review of 16 settlements and cover 44,150 employees.

When the parties to these settlements previously negotiated, contract duration averaged 43.4 months and the resulting wage adjustments averaged 2.3%, compared to the 3.4% in their current round of settlements and average contract duration of 51.7 months.

Wage gains in July were higher in the public sector than in the private sector. Wage adjustments in the public sector averaged 3.9% for 25,000 employees in 8 agreements; private-sector wage adjustments averaged 2.8% for 19,150 employees in 8 agreements. Upward pressure on the public-sector figure originated in large part from one nursing agreement, the Saskatchewan Association of Health Organizations with an average wage adjustment of 6.2%. Excluding the Saskatchewan Association of Health Organizations agreement, the15 remaining major agreements in July averaged 2.7%, and the public-sector average dropped to 2.6%.

Canada



On a jurisdiction basis, wage adjustments in July ranged from a low of 2.5% in New Brunswick, to a high of 6.2% in Saskatchewan (based on the single Saskatchewan Association of Health Organizations settlement). The largest concentration of employees (25%) was in British Columbia where wage adjustments averaged 2.6%. Wage adjustments in Ontario averaged 2.7%, and in Quebec, 3.0%. There were no major settlements in the federal jurisdiction in July 2008.

On an industry basis, wage adjustments in July ranged from a low of 2.1% in the hospitality and entertainment sector to a high of 4.1% in the education, health, and social services sector. The second largest average adjustment was in the manufacturing sector, at 3.1%. The second smallest average adjustment was in the wholesale and retail trade sector, at 2.5%. The largest concentration of employees (46.5%) was in the education, health, and social services sector (due in large part to the Saskatchewan Association of Health Organizations agreement).

Approximately 1.6% of employees in July settlements received a wage adjustment less than 2.0%; the majority of employees (54.1%) received increases in the 2.0 to 2.9% range; 22.8% of employees received increases in the 3.0 to 3.9% range; 2.2% of employees in one private sector settlement received a wage increase of 4.2% (Boeing Canada Technology) and 19.4% of employees in one public-sector settlement (Saskatchewan Association of Health Organizations) received a wage increase of 6.2%.

Wage adjustments this year-to-date (January through July 2008) averaged 3.0%, resulting from 143 agreements covering 356,750 employees. Public-sector wage adjustments during this time period averaged 3.3% and private sector adjustments averaged 2.5%.

Average Annual Percentage Wage Adjustments by Month

	2008		
	May	**June**	**July**
Sectors			
Public Sector	3.4	3.8	3.9
Private Sector	1.3	2.5	2.8
All Industries/Jurisdictions			
Average Annual Adjustment	2.0	3.0	3.4
Non-COLA	2.8	3.0	3.4
COLA	1.0	0.8	4.2
First-Year Adjustment	1.6	3.1	4.6
Non-COLA	3.0	3.2	4.6
COLA	0.0	0.0	4.1
Industries			
Primary Industries	-	3.4	-
Manufacturing	1.1	1.5	3.2
Wholesale and Retail Trade	1.2	1.7	2.5
Transportation	2.9	2.1	-
Information and Culture	1.9	2.3	-
Finance and Professional Services	-	2.9	-
Education, Health and Social Services	4.2	4.0	4.1
Entertainment and Hospitality	3.0	-	2.1
Public Administration	3.1	3.7	2.9
Jurisdictions			
Newfoundland and Labrador	5.0	-	-
Prince Edward Island	-	-	3.0
Nova Scotia	2.9	-	-

	2008		
	May	June	July
New Brunswick	-	-	2.5
Quebec	2.4	2.4	3.0
Ontario	1.2	2.6	2.7
Manitoba	-	7.2	4.2
Saskatchewan	-	-	6.2
Alberta	4.9	4.6	-
British Columbia	-	3.3	2.6
Territories	-	4.4	-
Federal Jurisdiction	2.6	2.2	-

Average Annual Percentage Wage Adjustments by Quarter

	2007		2008	
	3rd	4th	1st	2nd
Sectors				
Public Sector	4.1	3.4	3.2	3.3
Private Sector	3.7	3.2	3.9	1.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.9	3.4	3.4	2.4
Non-COLA	3.6	3.4	3.3	2.9
COLA	4.8	3.4	5.1	1.4
First-Year Adjustment	3.9	4.0	3.3	2.3
Non-COLA	3.6	3.9	3.2	3.0
COLA	4.9	4.6	5.6	0.5

	2007		2008	
	3rd	4th	1st	2nd
Industries				
Primary Industries	5.5	-	4.8	3.4
Utilities	4.2	4.4	3.3	3.0
Construction	3.9	3.4	5.8	-
Manufacturing	4.2	2.8	1.1	1.1
Wholesale and Retail Trade	1.9	-	4.6	1.7
Transportation	2.9	3.1	3.2	2.9
Information and Culture	2.0	3.4	2.0	2.1
Finance and Professional Services	2.3	4.2	2.0	2.9
Education, Health and Social Services	4.6	3.9	3.5	3.8
Entertainment and Hospitality	3.5	2.5	-	1.2
Public Administration	3.8	3.2	2.1	3.3
Jurisdictions				
Newfoundland and Labrador	-	3.2	-	5.0
Prince Edward Island	-	-	3.0	-
Nova Scotia	2.9	2.9	3.5	2.9
New Brunswick	-	-	4.0	3.0
Quebec	2.1	3.1	2.4	2.4
Ontario	3.2	2.9	3.0	1.8
Manitoba	3.1	3.8	4.1	3.5
Saskatchewan	3.9	4.2	2.3	-
Alberta	5.1	4.5	4.0	4.7
British Columbia	3.3	2.9	3.3	3.4
Territories	-	-	-	4.4
Multiprovince	3.6	2.9	-	-
Federal Jurisdiction	2.6	3.3	3.4	2.6

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.3
Private Sector	2.4	2.2	3.1	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.0
Non-COLA	2.3	2.5	3.3	3.2
COLA	2.4	2.7	3.4	1.9
First-Year Adjustment	2.1	2.4	3.8	3.0
Non-COLA	2.1	2.4	3.9	3.3
COLA	2.6	2.7	3.5	1.3
Industries				
Primary Industries	3.0	2.7	4.6	4.4
Utilities	2.6	2.3	3.8	3.0
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.4	2.3	2.4	1.5
Wholesale and Retail Trade	2.0	1.2	2.4	2.7
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.4	2.5	3.0	2.1
Finance and Professional Services	2.3	2.5	3.5	2.9
Education, Health and Social Services	2.1	2.6	3.5	3.6
Entertainment and Hospitality	1.9	2.9	3.3	1.5
Public Administration	2.5	2.8	3.5	2.7

	2005	2006	2007	2008
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.0	3.0	2.4	2.7
Quebec	1.6	2.0	3.2	2.5
Ontario	2.7	2.5	3.0	2.4
Manitoba	3.0	2.6	3.0	3.9
Saskatchewan	2.0	2.1	4.1	6.0
Alberta	3.0	3.4	4.9	4.2
British Columbia	0.5	2.5	3.0	2.8
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

Note: *Data for 2008 cover the months of January through July.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9

Year	Public	Private	Both Sectors
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.3	2.5	3.0

Note: *Data for 2008 cover the months of January through July.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 325kb).

Major Settlements Reached in July 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Boeing Canada Technology Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	950	4.1*	35.2	Jun 17, 2011
Bombardier Aéronautique Saint-Laurent, Quebec; Dorval, Quebec; and Mirabel, Quebec International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) plant and maintenance employees	5,400	3.3	72.0	Nov 28, 2014
Canfor Pulp Limited Partnership Prince George, British Columbia Pulp, Paper and Woodworkers of Canada (CCU) mill employees	500	2.5	48.0	Apr 30, 2012
Connors Bros., division of Clover Leaf Seafoods, L.P. Charlotte County, New Brunswick Charlotte Seafood Employees Association (Independent-local) plant and maintenance employees	800	2.0	36.0	Dec 31, 2010
Howe Sound Pulp and Paper Limited Partnership Port Mellon, British Columbia Communications, Energy and Paperworkers Union of Canada (CLC) mill employees	500	2.5	48.0	Apr 30, 2012
5 agreements	**8,150**	**3.1**	**61.2**	
Wholesale and Retail Trade				
Automobile Industry Employers' Association Inc. Montréal, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) garage employees	950	2.3	36.0	Jul 17, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Overwaitea Foods/Save-On-Foods province-wide, British Columbia United Food and Commercial Workers Canada (CtW/CLC) retail employees	9,500	2.6	60.0	Mar 31, 2013
2 agreements	**10,450**	**2.5**	**57.8**	
Education, Health and Social Services				
Centre for Addiction and Mental Health Toronto, Ontario Ontario Public Service Employees Union (CLC) health service employees; health and social care professional employees	1,700	2.9	36.0	Mar 31, 2011
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) non-medical employees	8,300	2.5	48.0	Jun 30, 2011
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Saskatchewan Union of Nurses (CLC) nurses	8,550	6.2	48.0	Mar 31, 2012
Toronto Catholic District School Board Toronto, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	2,000	3.0	48.0	Aug 31, 2012
4 agreements	**20,550**	**4.1**	**47.0**	
Entertainment and Hospitality				
Legacy Hotels Corporation (Fairmont Hotel Vancouver) Vancouver, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) hotel employees	550	3.0	36.0	Jul 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
OLG - Brantford Casino Brantford, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) casino employees; maintenance employees; food service employees	700	1.6	35.9	Jun 01, 2011
Société des casinos du Québec Montréal, Quebec Canadian Union of Public Employees (CLC) croupiers	900	2.1	75.0	Mar 31, 2013
3 agreements	**2,150**	**2.2**	**52.3**	
Public Administration				
Corporation of the City of London London, Ontario Canadian Union of Public Employees (CLC) inside employees	750	2.7	36.0	Dec 31, 2010
Government of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Union of Public Sector Employees (CLC) inside and outside employees	2,100	3.0	36.0	Mar 31, 2010
2 agreements	**2,850**	**2.9**	**36.0**	
Agreements with COLA - 1 agreement	**950**	**4.1**	**35.2**	
Agreements without COLA - 15 agreements	**43,200**	**3.4**	**52.1**	
All Agreements - 16 agreements	**44,150**	**3.4**	**51.7**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	135,830	ARB/MED/B	Mar 06–Jan 08
Canada Revenue Agency	PIPSC	9,490	ARB	Oct 07
Canada Border Services Agency	PSAC	8,960	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	4,340	B/ARB	Jun/Dec 07
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,630	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	MED	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07
Private Sector				
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	850	MED/WS	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	CUPE	32,340	B	Aug/Dec 08
Ontario Catholic District School Boards	OECTA	29,060	B	Aug 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Health Boards of Alberta	AUPE	15,000	B/MED	Mar 08
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08

Employer	Union	Employees	Status*	Expiry Month
Government of Nova Scotia	Nova Scotia Teachers Union	10,500	B	Jul 08
Toronto Transit Commission	ATU	8,400	MED–ARB	Mar 08
Toronto Police Services Board	Toronto Police Association	7,310	ARB	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
College Compensation and Appointments Council	OPSEU	6,000	TENT	Aug 08
University of Toronto	Steelworkers	5,100	TENT	Jun 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	TENT	Dec 07
York University	CUPE/York University Staff Association	3,600	B/TENT	Jul/Aug 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Real Canadian Superstores (Alta.)	UFCW	8,150	MED	Aug 06
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
Vale Inco (Man.)	Steelworkers	1,400	B	Sep 08

* ARB - Arbitration
B - Bargaining
B/WS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
M/WS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Ontario Boards of Education	ETFO/OSSTF	101,790	Aug 08
Government of Ontario	OPSEU/OPP	52,030	Dec 08
City of Toronto	CUPE	29,100	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	Mar 08
Hydro-Québec	CUPE/Engineers	15,150	Dec 08
City of Ottawa	CUPE/CIPP	10,140	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
Government of Newfoundland and Labrador	Teachers	7,000	Aug 08
University of Toronto	CUPE	4,040	Apr 08
Westfair Foods Ltd. (Man.)	UFCW	3,100	Sep 08
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	Dec 08
Canadian National Railway Company	Various unions	1,750	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,700	Dec 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07

Employer	Union	Employees	Expiry Month
Hudson Bay Mining and Smelting (Man.)	Various unions	1,245	Dec 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	Oct 08
Bell Canada (Ont. and Que.)	Canadian Telecommunications Employees Association	1,100	Dec 08
Lear Canada	CAW Canada	740	Nov 08

Major Work Stoppages

involving 500 or more employees, from **August 22 to September 4, 2008.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 28/2008 Aug 5/2008	Aug 6/2008
Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union 500 mining employees	Wages	Aug 7/2008	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

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